Total Force Officer and Enlisted Grade Structure Review August 2002 – February 2003

Manpower Objectives

- Shape inventory to meet requirements
- Promote at established points
- Maintain grade percentages
  - DOPMA
  - Top 2 Enlisted Grades
- Maintain End Strength
- Provide Definable Career Path
  - Enlisted Only
  - E1-E9

The Challenge

Promotion Challenges

- FY 2002 Staff Sergeant Promotions
  - PMOS # AVG TIS

267X	12	6.2 years
3537	85	8.5 years
3043	134	10.3 years

- FY 2002 Gunnery Sergeant Promotions
  - PMOS # AVG TIS

0231	26	12.2 years
3529	44	14.0 years
0369	197	15.8 years

PROMOTIONS TARGETS

(Current)

TIS	GRADE	TIG
	E-1	6 Months
6 Months	E-2	8 Months
14 Months	E-3	16 Months
2.5 Years	E-4	24 Months
4.5 Years	E-5	3.5 Years
8 Years	E-6	4 Years
12 Years	E-7	5 Years
17 Years	E-8	5 Years
22 Years	E-9	

PROMOTIONS TARGETS

(Proposed)

TIS	GRADE	TIG
	E-1	6 Months
6 Months	E-2	8 Months
14 Months	E-3	16 Months
2.5 Years	E-4	24 Months
4 Years	E-5	4.5 Years
8.5 Years	E-6	4.5 Years
13 Years	E-7	4.5 Years
17.5 Years	E-8	4.5 Years
22 Years	E-9	

Policy Changes

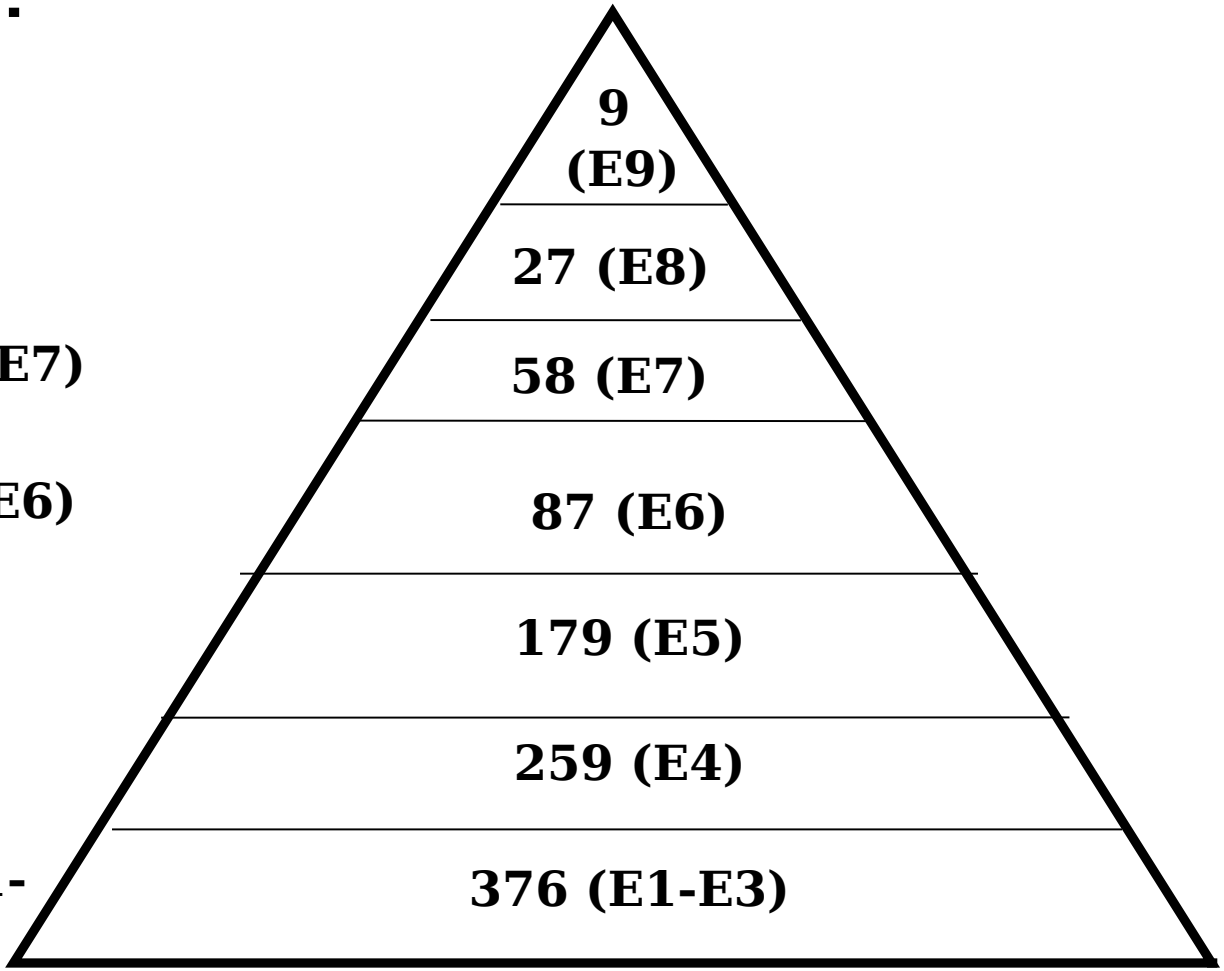
- Enlisted Promotion Targets

GRADE	Present	Future
E-5	**4.5 Years**	**4 Years**
E-6	**8 Years**	**8.5 Years**
E-7	**12 Years**	**13 Years**
E-8	**17 Years**	**17.5 Years**
E-9	**22 Years**	**22 Years**

- Enlisted “Top 6” Fiscal Policy
  - Current: 52.2 % is in Top 6 Enlisted Grades
  - Future: 55.0 % (Potentially)

The Solution (Enlisted)

Ideal Pyramid Structure



Total: 1,000

***Rich Structure Exceeds Aggregate Ceiling**

Skill Grade Flow Rate: Definitions

- Skill Grade Flow Rate (SGFR):
  - Ratio (Relationship) of one grade to the next (e.g. If SGFR = .33, 3 E8s are required to support 1 E9)

- SGFR Parameters:
  - Acceptable range of a SGFR from a Manpower perspective (+10% / -20%)

Billets To Shape

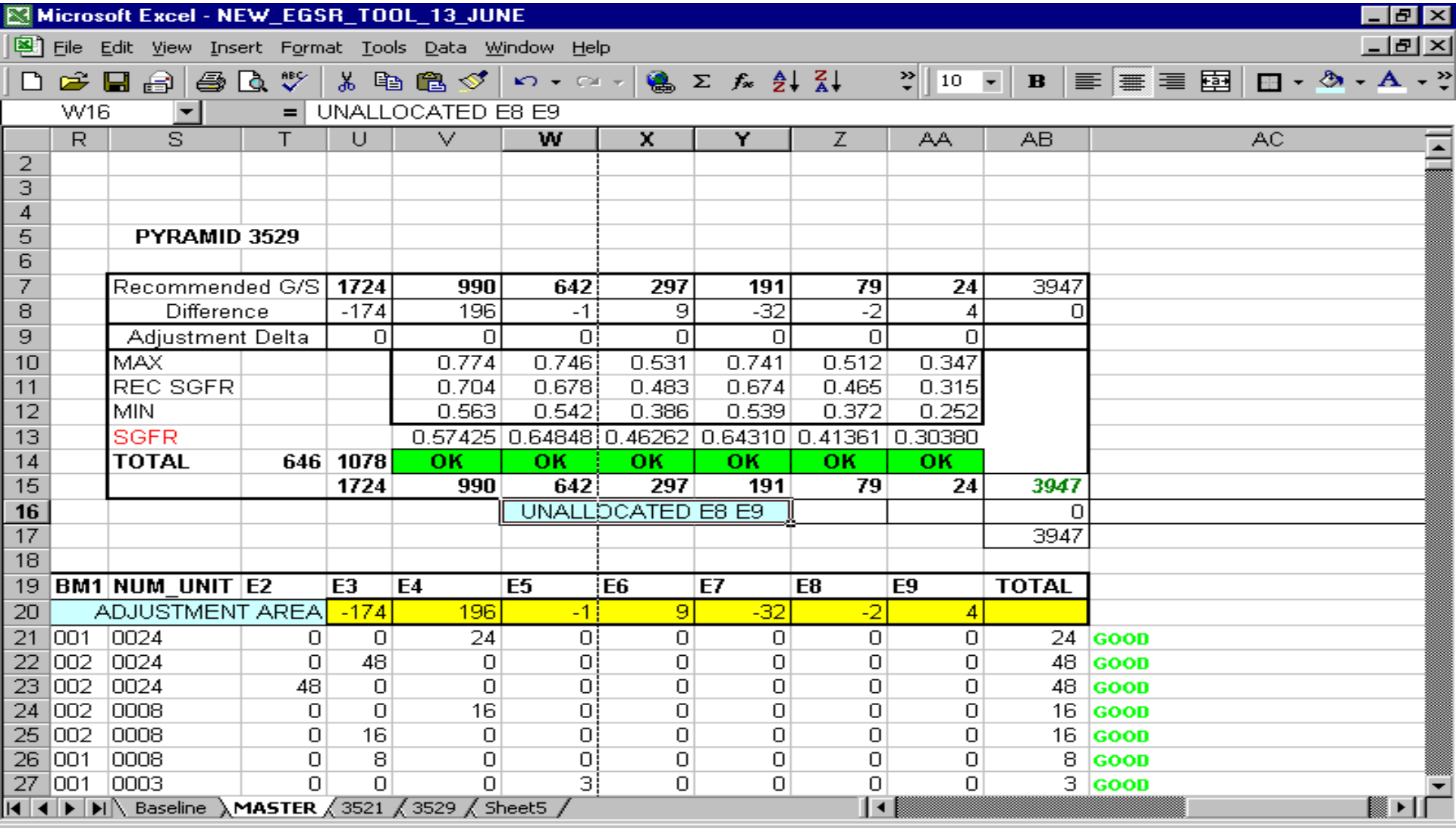
- Issue: What billets are grade shaped?
- Definitions:
  - “A” Billets: Billet MOS is a PMOS
  - “B” Billets: Billet MOS is not a PMOS
- Billets to Shape:
  - All Chargeable “A” billets
    - Exception: Officers above grade of LtCol
    - Exception: 1stSgt and SgtMaj
  - All Chargeable “B” billets attributable back to a PMOS
    - Boat Mechanics, Wrecker Drivers, Dog Handlers, etc.

End-Strength Assumption

- Issue: Future USMC end-strength
- Topic of debate
- Grade Shaping FY06 T/Os
- Assumes 175K
- CMC desires and guidance
- End-strength change requires adjustments
  - What Structure to Grade Shape?
  - Re-calculation of Skill Grade Flow Rates
  - Top 2

Solution Adjustment: EGSR Analysis Tool

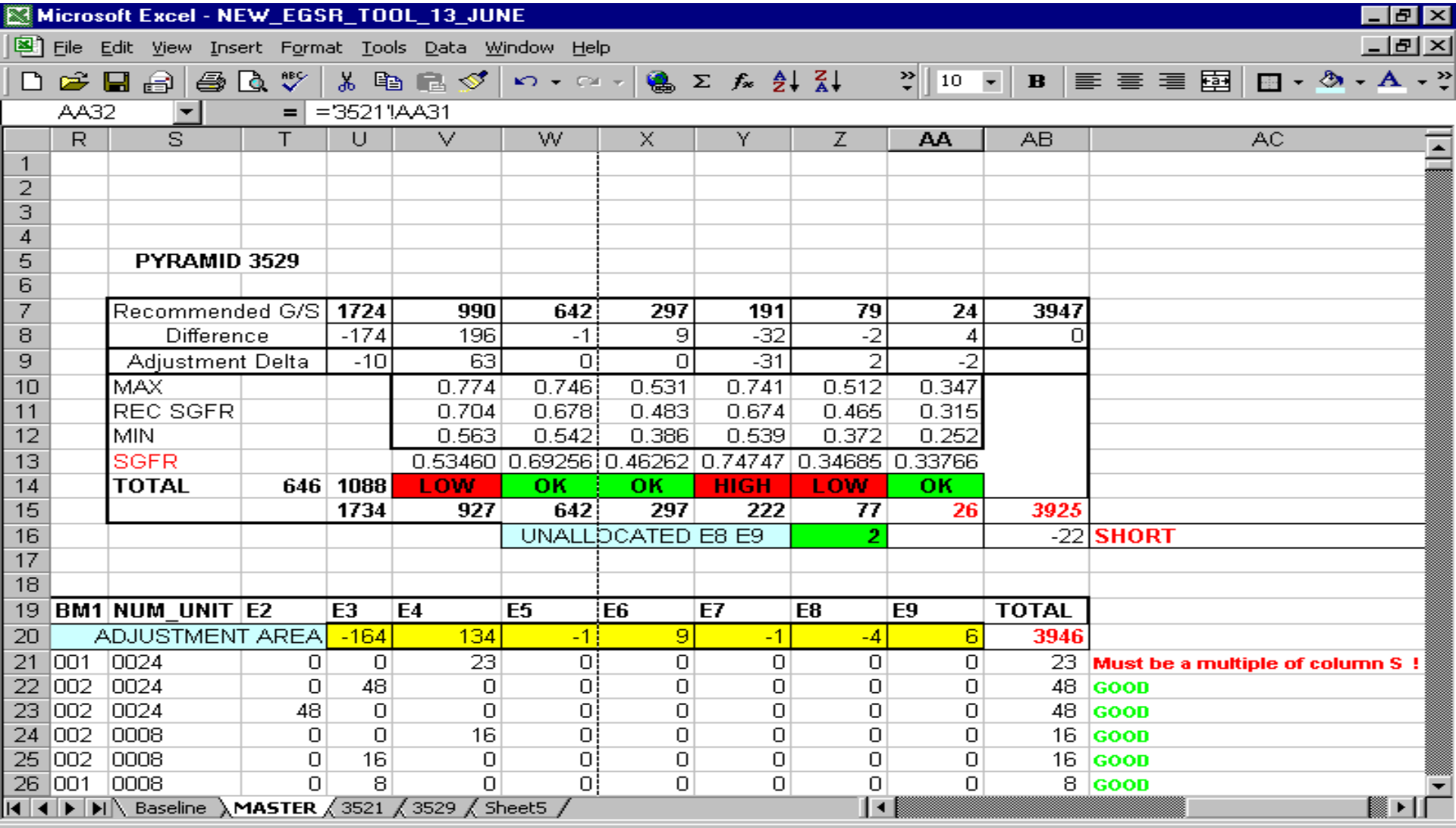
Using Starting Point Solution



	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
2												
3												
4												
5		PYRAMID 3529										
6												
7		Recommended G/S		1724	990	642	297	191	79	24	3947	
8		Difference		-174	196	-1	9	-32	-2	4	0	
9		Adjustment Delta		0	0	0	0	0	0	0		
10		MAX			0.774	0.746	0.531	0.741	0.512	0.347		
11		REC SGFR			0.704	0.678	0.483	0.674	0.465	0.315		
12		MIN			0.563	0.542	0.386	0.539	0.372	0.252		
13		SGFR			0.57425	0.64848	0.46262	0.64310	0.41361	0.30380		
14		TOTAL	646	1078	OK	OK	OK	OK	OK	OK		
15				1724	990	642	297	191	79	24	3947	
16						UNALLOCATED E8 E9					0	
17											3947	
18												
19	BM1	NUM_UNIT	E2	E3	E4	E5	E6	E7	E8	E9	TOTAL	
20		ADJUSTMENT AREA		-174	196	-1	9	-32	-2	4		
21	001	0024	0	0	24	0	0	0	0	0	24	GOOD
22	002	0024	0	48	0	0	0	0	0	0	48	GOOD
23	002	0024	48	0	0	0	0	0	0	0	48	GOOD
24	002	0008	0	0	16	0	0	0	0	0	16	GOOD
25	002	0008	0	16	0	0	0	0	0	0	16	GOOD
26	001	0008	0	8	0	0	0	0	0	0	8	GOOD
27	001	0003	0	0	0	3	0	0	0	0	3	GOOD

Solution Adjustment: EGSR Analysis Tool

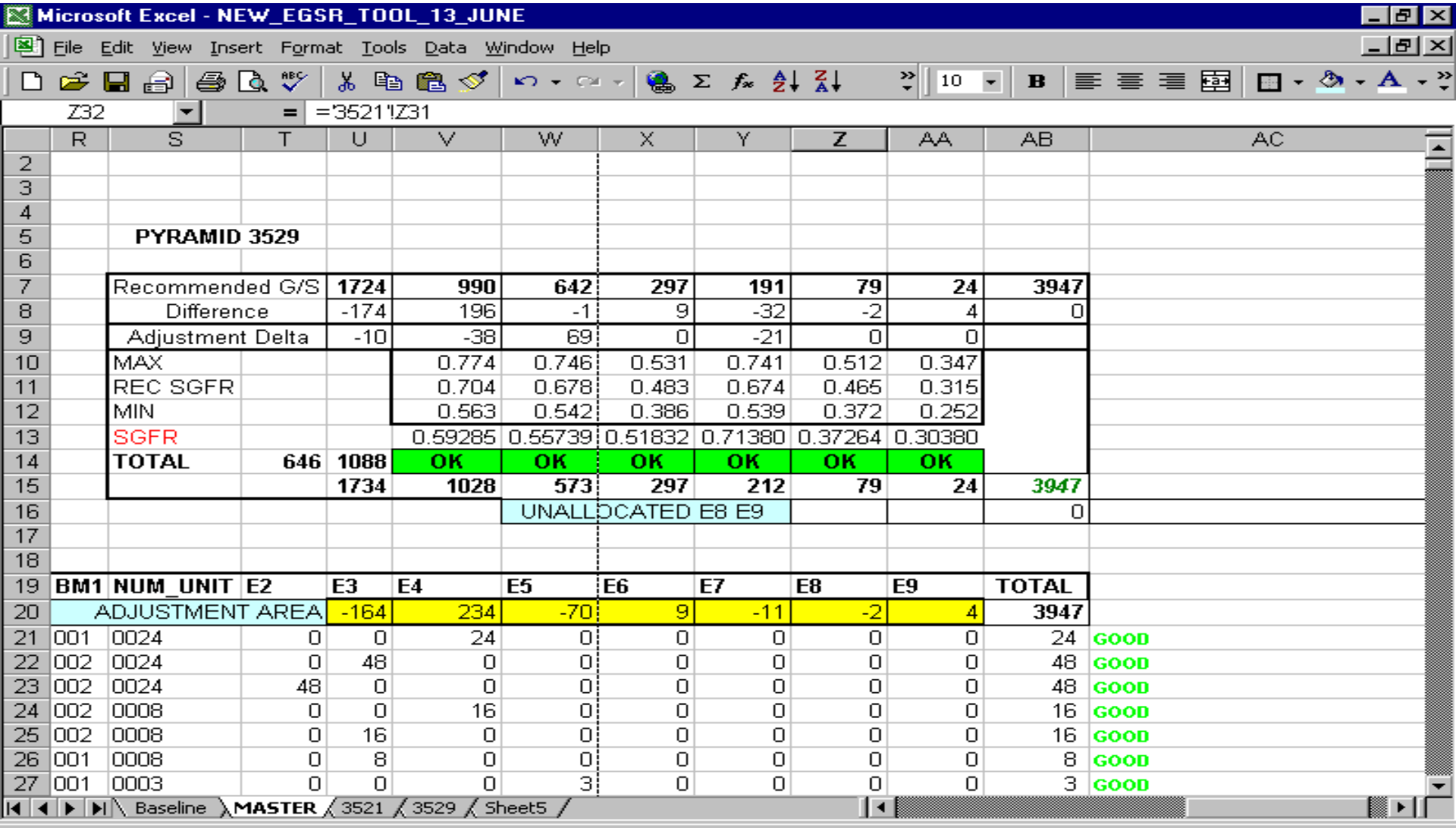
Some of the Check Features Activated



	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
1												
2												
3												
4												
5		PYRAMID 3529										
6												
7		Recommended G/S		1724	990	642	297	191	79	24	3947	
8		Difference		-174	196	-1	9	-32	-2	4	0	
9		Adjustment Delta		-10	63	0	0	-31	2	-2		
10		MAX			0.774	0.746	0.531	0.741	0.512	0.347		
11		REC SGFR			0.704	0.678	0.483	0.674	0.465	0.315		
12		MIN			0.563	0.542	0.386	0.539	0.372	0.252		
13		SGFR			0.53460	0.69256	0.46262	0.74747	0.34685	0.33766		
14		TOTAL	646	1088	LOW	OK	OK	HIGH	LOW	OK		
15				1734	927	642	297	222	77	26	3925	
16						UNALLOCATED E8 E9			2		-22	SHORT
17												
18												
19	BM1	NUM_UNIT	E2	E3	E4	E5	E6	E7	E8	E9	TOTAL	
20		ADJUSTMENT AREA		-164	134	-1	9	-1	-4	6	3946	
21	001	0024	0	0	23	0	0	0	0	0	23	Must be a multiple of column S !
22	002	0024	0	48	0	0	0	0	0	0	48	GOOD
23	002	0024	48	0	0	0	0	0	0	0	48	GOOD
24	002	0008	0	0	16	0	0	0	0	0	16	GOOD
25	002	0008	0	16	0	0	0	0	0	0	16	GOOD
26	001	0008	0	8	0	0	0	0	0	0	8	GOOD

Solution Adjustment: EGSR Analysis Tool

Innumerable Possible Solutions Within



Microsoft Excel - NEW_EGSR_TOOL_13_JUNE

File Edit View Insert Format Tools Data Window Help

Z32 = ='3521'!Z31

PYRAMID 3529

Recommended G/S	1724	990	642	297	191	79	24	3947	
Difference	-174	196	-1	9	-32	-2	4	0	
Adjustment Delta	-10	-38	69	0	-21	0	0		
MAX		0.774	0.746	0.531	0.741	0.512	0.347		
REC SGFR		0.704	0.678	0.483	0.674	0.465	0.315		
MIN		0.563	0.542	0.386	0.539	0.372	0.252		
SGFR		0.59285	0.55739	0.51832	0.71380	0.37264	0.30380		
TOTAL 646	1088	OK	OK	OK	OK	OK	OK		
	1734	1028	573	297	212	79	24	3947	
			UNALLOCATED E8 E9					0	

BM1	NUM_UNIT	E2	E3	E4	E5	E6	E7	E8	E9	TOTAL	
ADJUSTMENT AREA			-164	234	-70	9	-11	-2	4	3947	
001	0024	0	0	24	0	0	0	0	0	24	GOOD
002	0024	0	48	0	0	0	0	0	0	48	GOOD
002	0024	48	0	0	0	0	0	0	0	48	GOOD
002	0008	0	0	16	0	0	0	0	0	16	GOOD
002	0008	0	16	0	0	0	0	0	0	16	GOOD
001	0008	0	8	0	0	0	0	0	0	8	GOOD
001	0003	0	0	0	3	0	0	0	0	3	GOOD

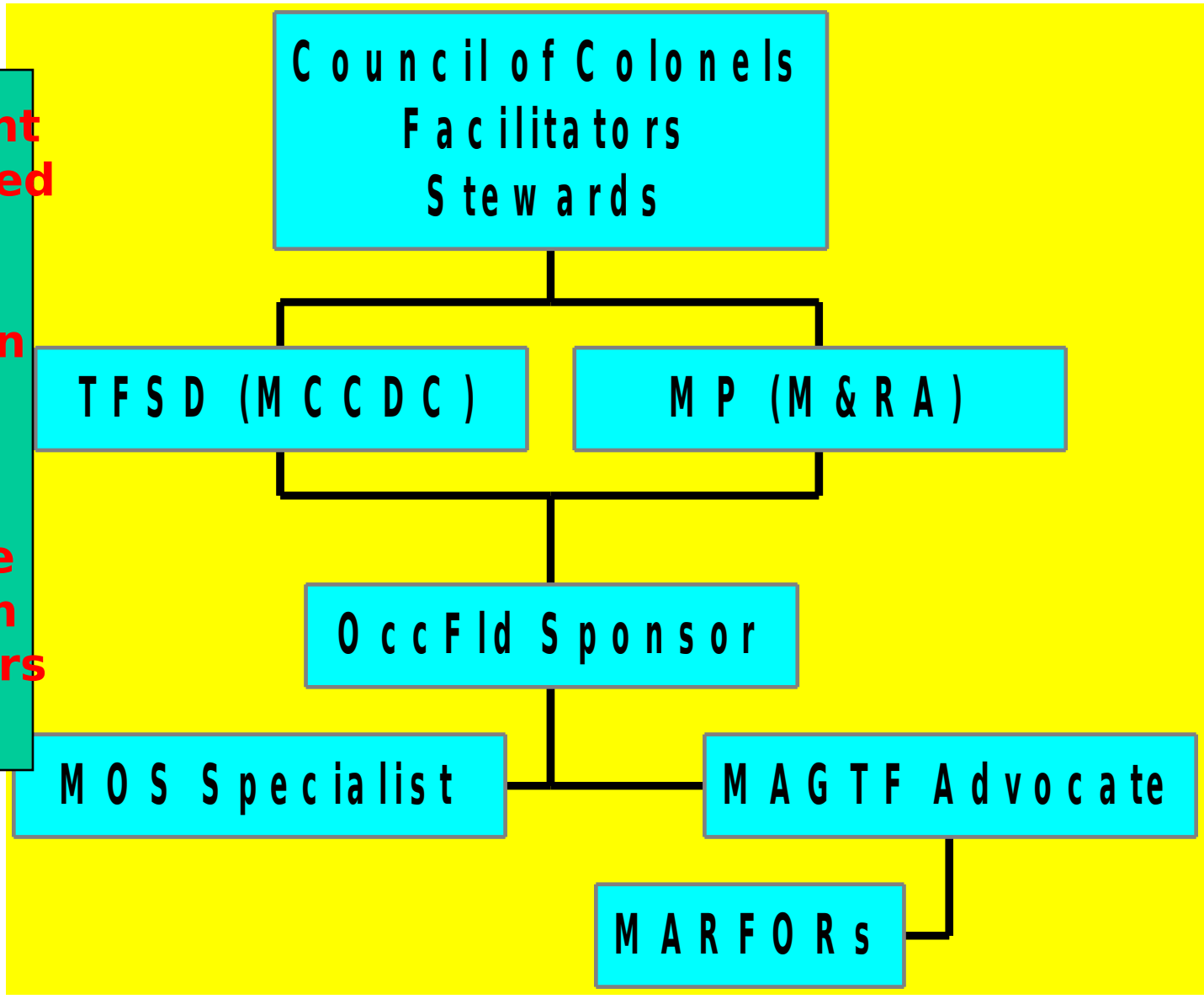
Baseline | MASTER | 3521 | 3529 | Sheet5

Negotiation Phase

1. Starting Point Solution Provided

2. E8 E9 Grade Structure Within OccFlds (Use or Return)

3. Adjust Grade Structure within SGFR Parameters



Pre-Adjudication and Adjudication

Pre-Adjudication

Issue Presented:

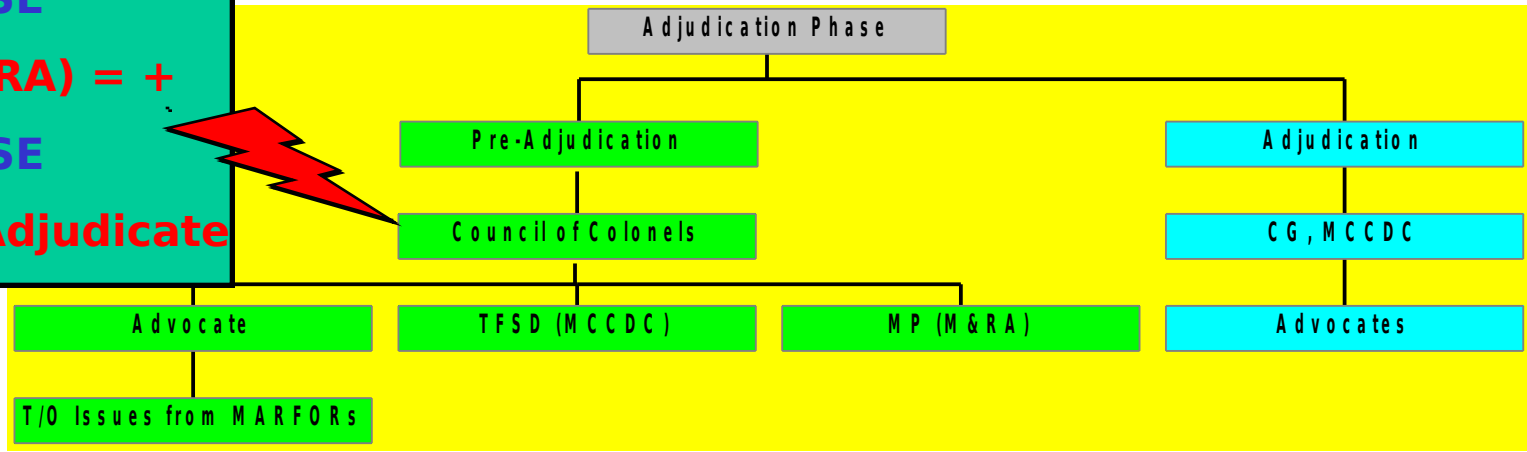
IF CoC Unite = +

ELSE

(MCCDC + MRA) = +

ELSE

CG, MCCDC = Adjudicate



Officer GSR Process

- Officer GSR Process Similar to Enlisted GSR Process. However, key differences:
  - Solution achieves set targets. Thus, no wiggle room (that is: targets are achieved, or they are not). Solution achieves manpower and legislative targets
  - Negotiation Phase does not apply; Hit GSR targets or adjudicate
  - Provides USMC-wide and OccFld view of a GSR solution
  - Feasible solution and Analysis Tool is provided to Process Owners for "fine tuning" although any deviations from GSR targets will negatively impact promotion supportability

Key Dates

- 21 June – 8 August: MOS Sponsor and Specialist Training
- 19 July: O/EGSR MARADMIN Released
- 19 August-13 Sept: Execution of O/E GSR
- 23 Sept – 17 Oct: Staffing of Proposed T/Os
- 18 Oct: Adjudication Requests Due to TFS
- 28 Oct – 1 Nov: Formal Adjudication Process
- 20 Nov: Advocates Notified of Approved Changes
- 21 Nov – 5 Dec: Final Staffing of Results
- 20 Feb ’03: TMR Reopened

QUESTIONS